CUT MOTION No. 12.

Exemption for certain teachers from training

Mr. K. S. Panickar *(Ezhuvas-Mukundapuram)*: To reduce the allotment of Rs. 31,59,315 for Education by Re. 1 (ഗ്രാൻഡ് സ്കൂൾ അദ്ധ്യാപകന്മാരിൽ നാല്പത് വയസ്സ് പൂർത്തികരിക്കുകയും, ഫാറം സംവത്സരത്തിൽ കുറയാതെ അദ്ധ്യാപകവൃത്തിയിൽ സർവ്വീസുള്ളവരായിരിക്കുകയും ചെയ്യുന്ന അദ്ധ്യാപകന്മാർക്ക് ട്രെയിനിംഗ് കഴിഞ്ഞിട്ടില്ലെങ്കിലും ട്രെയിനിംഗ് കഴിഞ്ഞവരെപ്പോലെയുള്ള എല്ലാ ആനുകൂല്യങ്ങളും അനുഭവിക്കുവാൻ ഇടവരത്തക്കവണ്ണം ട്രെയിനിംഗ് കഴിയണമെന്ന നിയമത്തിൽനിന്നും ഒഴിവാക്കേണ്ടതാണെന്നും ഗവൺമെണ്ടിനെ ഉൽബോധിപ്പിക്കുവാൻ) ഇതാണ് എന്റെ ഉപക്ഷേപം.

വിദ്യാഭ്യാസത്തിൽ വിദഗ്ധനായ എന്റെ ഒരു സ്നേഹിതൻ പത്തു സംവത്സരത്തിൽ കുറയാതെ എന്നുള്ളതു് ഫാറം സംവത്സരത്തിൽ കുറയാതെ എന്നാക്കിയാൽ നന്നായിരിക്കും, ഒരു പന്ത്രണ്ടു് അതായതു് ഒരു പൊളിച്ചെഴുത്തിന്റെ കാലംവരെ എന്നാക്കി ഭേദപ്പെടുത്തിയാൽ കൊള്ളാമെന്നു് ഉപദേശിക്കുകയുണ്ടായി. അതനുസരിച്ചു് ഇതിൽ ഭേദപ്പെടുത്തുവാൻ ഞാൻ അനുവാദം ചോദിച്ചുകൊള്ളുന്നു.

അദ്ധ്യാപകന്മാരെ ട്രെയിനിംഗിനു് എടുക്കുന്നതു് പഠിപ്പിക്കുന്നതിനു നല്ലവണ്ണം പരിചയം കിട്ടുന്നതിനുവേണ്ടിയാണു്. ഒരുകൊല്ലത്തേതു പോരാ ഫാറം കൊല്ലത്തെ ട്രെയിനിംഗ് വേണമെന്നുള്ള നില ഇപ്പോൾ വരുത്തീട്ടുണ്ടു്. ഒരു കൊല്ലത്തെ ട്രെയിനിംഗ് കഴിച്ചവരേക്കാൾ ഫാറം കൊല്ലത്തെ സർവ്വീസുള്ള അദ്ധ്യാപകന്മാർ സമർത്ഥന്മാരായിരിക്കുമെന്നുള്ള സംഗതി അവിതർക്കിതമായ കാര്യമാണു്. അപ്പോൾ ഗ്രാൻഡ് സ്കൂൾ അദ്ധ്യാപകന്മാരിൽ ട്രെയിനിംഗ് കഴിയാത്തവർക്കു് കൊടുത്തുവരുന്ന ഗ്രാൻഡ് വളരെ കുറവായിരുന്നു. ട്രെയിനിംഗ് കഴിഞ്ഞവർക്കു് കൂടുതലുണ്ടു്. നാല്പത് വയസ്സിനകം ട്രെയിനിംഗ് കഴിച്ചില്ലെങ്കിൽ സ്വന്തം ചിലവിൽ ട്രെയിനിംഗ് കഴിക്കണമെന്നുള്ള നിയമമാണു് ഇപ്പോൾ നിലവിലുള്ളതു്. ഇതിനുമുമ്പു് കുറെക്കാലം സർവ്വീസുള്ളവരായാൽ അവരെ ട്രെയിനിംഗ് കഴിച്ചില്ലെങ്കിലും ട്രെയിനിംഗ് കഴിഞ്ഞവരെപ്പോലെ സ്വീകരിക്കുവാൻ വിരോധമില്ല എന്നുള്ള ഒരു വ്യവസ്ഥ ഒരു കാലത്തുണ്ടായിരുന്നു. അതൊന്നു ഭേദപ്പെടുത്തി ഫാറം കൊല്ലം അദ്ധ്യാപകവൃത്തിയിൽ പരിശീലനം സിദ്ധിച്ചിട്ടുള്ളവരെ അതിൽനിന്നു് എക്സംപ്റ്റ് ചെയ്യണമെന്നുള്ള ഒരപേക്ഷ മാത്രമാണു് ഞാൻ ഗവൺമെണ്ടിനോടു് ചെയ്യുന്നതു്. ഇതു് വളരെ ന്യായമായ ഒരപേക്ഷയാണെന്നു് വിദഗ്ധനായ വിദ്യാഭ്യാസമേലധ്യക്ഷൻ അവർകൾക്കുകൂടി ബോദ്ധ്യമുണ്ടായിരിക്കുമെന്നു് ഞാൻ വിശ്വസിക്കുന്നു. ഇതിനുംപുറമെ കോഡു് റിവിഷൻ കമ്മിറ്റിയുടെ ശുപാർശയിൽ ഈ സംഗതി പെട്ടിട്ടുണ്ടെന്നോ പെടുത്തീട്ടുണ്ടെന്നോ കേൾക്കുന്നതു് വാസ്തവത്തിൽ ശരിയാണെന്നുണ്ടെങ്കിൽ ഞാൻ സംതൃപ്തനായി. ട്രെയിനിംഗ് കഴിഞ്ഞിരിക്കണമെന്നു പറയുന്നതു് കുട്ടികളെ വിദ്യ അഭ്യസിപ്പിക്കുന്നവർ നല്ല നിലയിൽ വരണമെന്നുള്ള ഉദ്ദേശത്തോടുകൂടിയാണു്. ഒരു കൊല്ലത്തെ ട്രെയിനിംഗ് കഴിഞ്ഞിട്ടുള്ള അദ്ധ്യാപകന്മാരേക്കാൾ കൂടുതൽ യോഗ്യത ഫാറം കൊല്ലം അദ്ധ്യാപകവൃത്തിയിൽ പരിചയമുള്ള ഒരു അദ്ധ്യാപകനു് ഉണ്ടാകുമെന്നു് മനസ്സിലാക്കുവാനുള്ള ബുദ്ധി നമ്മുടെ ഗവൺമെണ്ടിനുണ്ടെങ്കിൽ അവരെ ഇതിൽനിന്നു് എക്സംപ്റ്റ് ചെയ്യുവാൻ മടിക്കയുകയില്ല. ഇതിലേക്കു് ഈ സഭയുടെ സമയം കൂടുതൽ നഷ്ടപ്പെടുത്തണമെന്നു ഞാൻ വിചാരിക്കുന്നില്ല. ഗവൺമെണ്ടിനു് ഇതിലെ കാര്യങ്ങളൊക്കെ മനസ്സിലായിക്കഴിഞ്ഞു. നാല്പത് വയസ്സു കഴിഞ്ഞാൽ അവരുടെ സ്വന്തം കയ്യിൽനിന്നു് പണം ചിലവുചെയ്തു് ട്രെയിനിംഗിനു പോകുവാൻ വളരെ പ്രയാസപ്പെടുന്ന സാധുക്കളായിരിക്കും അവർ. ഇതിനുംപുറമെ ഗവൺമെണ്ടു് ട്രെയിനിംഗിനു് എടുക്കുന്ന വിഷയത്തിലും ഒരു വ്യത്യാസമുണ്ടു്. എയ്ജ്ബാറാകാറായവരെ, നാല്പത് വയസ്സു കഴിയാറായവരെ തിരഞ്ഞെടുത്താൽ സമാധാനമുണ്ടാകുമായിരുന്നു. എന്നാൽ അങ്ങിനെയല്ല ഗവൺമെണ്ടു് തിരഞ്ഞെടുക്കുന്നതു്. അതുകൊണ്ടാണു് പ്രത്യേകമായി നാല്പത് വയസ്സു് കഴിഞ്ഞവരും ഫാറം കൊല്ലം സർവ്വീസുള്ളവരുമായ അദ്ധ്യാപകന്മാരെ ഇതിൽനിന്നു് ഒഴിവാക്കണമെന്നു് ഞാൻ ആവശ്യപ്പെടുന്നതു്. ഇതു ഗവൺമെണ്ടു് ദയവായി സ്വീകരിക്കുമെന്നും, അങ്ങിനെ സന്മനോഭാവത്തോടുകൂടിയതാണു് നമ്മുടെ ഗവൺമെണ്ടെന്നുമുള്ള വിശ്വാസത്തോടുകൂടി ഈ നിയമസഭയുടെ അംഗീകരണത്തിനായി ഞാൻ ഇതു് ഇവിടെ അവതരിപ്പിച്ചുകൊള്ളുന്നു.

Mr. P. Kumaran Ezhuthassan *(Vadakkancheri)*: On a point of information too which is very useful for the discussion, whether in the matter of selecting candidates for training from aided schools, whether they did not use to insist upon a certain number of years of teaching

LIBRARY ARCHIVES Kerala Legislative Assembly

experience before they are sent up. That is the department used to call for a list from aided schools of teachers proposed to be sent up for training each year and in that whether the department did not insist upon teachers having a particular number of years of service only being sent up.

Mr. P. Sankaran Nambiar *(Director of Public Instruction):* I We used to give preference to those teachers who are just on the border line of 34 or 35 so that they may undergo the course of training before it is late. In other cases we are guided by some principle of seniority in the selection of condidates.

Mr. P. J. George *(Irinjalakkuda):* As regards those teachers who are above 35 is it their fault that they did not go for training?

Mr. P. Sankaran Nambiar *(Director of Public Instruction):* In some cases the fault is theirs but in others they could not be selected.

Mr. P. J. George *(Irnjalakkuda):* Sir, I support this motion. But at the same time I have to make a suggestion that in the case of those teachers for whose fault they were not sent up for training they must be given some concessions and such of those teachers must be exempted from training.

Mr. T. P. Poulose *(Kanayannur):* What is the rule with regard to Government teachers who have passed the age of 35.

Mr. Joseph Pettah *(Adur):* No exemption is given.

Sir, I beg to support this motion. Well perhaps it might look a little improper on the part of a Teacher to support a motion like this which does not insist on training for teachers because according to ideals a teacher if he is to be a teacher should have the necessary technical training for that purpose. But in this world of ours we have to consider ideals and realities and have to effect a compromice between the two, *i. e.*, some sort of working method or a living programme. Now training is very necessary or at least it is desirable and it will give a correct equipment for the teacher. But look at the position here. A teacher goes on teaching for 12 years and by the time he attains the age of 35 he is taken for training. The alternative that might be suggested is to increase the number of training institutions in the State as they have done in British India, so that there may he greater facilities for getting the necessary number of teachers trained so that even without waiting for twelve years or till they attain 35, the teachers may have facilities for getting themselves trained. Recently in very many private institution training classes have been started. That I think is an example which might with advantage be followed in Cochin State also so that the difficulty of the scarcity of trained teachers may be solved. The point that I want to stress is this. When without any reason whatever a teacher has gone on teaching for twelve years and then to ask him to go for training, is it not preposterous, is it not simply unnecessary waste of time. One of the two. Suppose he has been teaching well and that he has acquired the habit of correct teaching. Then this training is superfluous. Supposing he has been teaching ill and has fallen into a rut of teaching ill by teaching for twelve long years, then do you think that this training will enable him to get out of the rut. I doubt. In that case it is defective and it could not serve its purpose. So in either way I find that a teacher who has gone on teaching for 12 long years should be exempted from this condition of training. In British India, the British Government have given several examples of that. Teachers belonging to certain particular institutions or particular Orders have been exempted from the L. T. or from any other teaching degree on the score of teaching experience and the training they have acquired in the various institutions to which the order concerns. I understand that the members of the Jesuit Order in British India are completely exempted from any teaching technical qualification. So also I understand that certain other individuals coming from certain institutions are exempted. Even in Cochin State I understand that there are instances of individual teaches of having been exempted from the L. T. degree and allowed to function as headmasters with all the privileges of L. T. Graduates. Now I do not want that all these should be universalised in Cochin State. The cut motion is much more modest than all that. After 12 years' of teaching experience why should we insist on training. It is entirely superfluous. That is the point I wanted to emphasise and if after 12 years' of teaching experience a man goes to a training Institution he does not get into any different frame of mind, any different mentality. A man can learn particular methods when he is young. When his mind is already set, when his features are not pliable and when habits have already been formed, how can any sort of training for one year or be it two years improve him. Let us remember that the teachnical or professional part of his training for two years is still limited to one year according to the orders of the Government on the propoals made by the Director of Public Instruction. When they say that the training is for two years, one year is for linguistic

LIBRARY ARCHIVES Kerala Legislative Assembly

training, so that even now the professional training is restricted to one year. So, how much of professional training can you give to a teacher in one year so as to upset all the arts and habits he has acquired for twelve years. As a matter of cact let us leave aside theories and the ideals and let us look at the facts in the face. A teacher goes to a training institution and we know he is made to handle a few classes, model classes they are called, and he is then teught a little bit of psychology of child mind. After teaching notes are given in this matter and he some how or other passes the examination and he goes and handles a few classes—model teaching it is called. They say even the students of this model school suffer on account of being taught in this particular way by these teachers. So my point which I want to strongly stress on the floor of this House is at the best this is simply unnecessary and superfluous and it would not give any acquisition to a teacher of twelve years' standing. A fresh man may pick up something and form his habits accordingly but one having formed his habits for 12 long years and who is pretty old would not improve. Even by this, if at all improvement is wanted, he would not improve even by this one year's professional training. So if he is teaching well for twelve years, he does not require it, if he is teaching ill this training will not correct him. So let us give the teachers of twelve years' standing the privileges now enjoyed by the trained teachers. With these few words I strongly support this motion.

Mr. L. M. Pylee *(Latin-Christians Ernakulam):* Mr. President, Sir, I am sorry that I cannot support this motion.

Mr. K. S. Panicker *(Ezhavas-Mukundapuram):* It is no wonder.

Mr. L. M. Pylee *(Latin-Christians Ernakulam):* Anybody may wonder or not wonder. That is not my concern. To my mind Sir, in the task of education, and especially in the task of education in the future, efficiency is required. Education is not as in olden times. It is becoming very important and more and more an expert function. And especially in the lower rungs good foundations must be laid and therefore to make the arrangement as is proposed in this cut motion will not at all be conducive to the proper conduct of education in the future especially when that work is becoming more and more complicated and especially now efficiency is more and more required in this matter. What we require is efficient teachers, as efficient as possible, trained as much as possible for this particular and important task which they have to perform. The education of the child which is of paramount importance to the future well-being of any society is a matter that ought not to be left in the hands of illqualified and illtrained teachers. I have heard pronouncements from various statement of great standing of the need to produce good teachers. The other day I had the pleasure to hear from no less a person than Sir C. P. Ramaswami Ayyar, in his capacity as the Vice-Chancellor of the Travancore University insisting in the last Senate Meeting of the University the need to manufacture, to produce, to make good and efficient teaches if we want to have a sound educational system and if we want to have our children properly educated. The same problem as in medicine, for example, we are not going to entrust the treatment of diseases to quack doctors and quack physicians. If that is so, Sir, the same thing happens here also, in this complicated and important work of education. As much as possible, we must insist upon efficient and intensive training. I do not go into details whether he should be a degree-holder or he should have this diploma or that diploma. A teacher must be properly trained, otherwise we are doing harm to the children, to the rising generation to leave the children in the hands of ill-trained teachers.

Mr. Joseph Pettah *(Adur):* By way of explanation I may say that I was not saying that training was not necessary. In fact I was saying that increased facilities should be given for training but only that in the case of those having twelve years teaching experience exemption may be given.

Mr. L. M. Pylee *(Latin Christians-Ernakulam):* Therefore on principle I must oppose this. As the Hon'ble Member explained it is not a universal application that he wants, I can understand that. But even such exemptions, my point is, should not be given, whatever may be the hardship caused. If we are going to be merciful to the teachers we are inflicting a great harm on our children.

Mr. T. A. Ramachandra Ayyar *(Nellayi):* For 12 years the harm is inflicted.

Mr. L. M. Pylee *(Latin Christians-Ernakulam):* The Hon'ble Member was asking what good is there, when he is over 35 years and when he has put in twelve years service, in sending him for training. Either he must have taught well, or he must have taught ill. If taught well, why train him. If taught ill, there is no use of training him. He won't improve. This reminds me of the story of the dilemma of the Caliphama, that is alleged to him, in the story, about the library of Alexandria, when he wanted to destroy it. He is alleged to have said either the books

LIBRARY ARCHIVES Kerala Legislative Assembly

are in accordance with the Quran, in which case the books are superfluous, or against the Quran, in which case, they must be destroyed. In either case, the library must be destroyed. It is something like that.

Mr. C. V. Iyyu *(Kunnamkulam):* Sir, in the absence of three of the non-official Muslim members, I think it is not proper for the Hon'ble Member to make a reference on Islam.

Mr. L. M. Pylee *(Latin Christians-Ernakulam):* I did not mean any reflection on Islam. I at the outset said it was an alleged story, I did not say it was true; I did not mean any reflection; it is an innocent thing.

Therefore, I do not think that sort of argument will hold good in this matter. If he has taught well, try to improve him still further, and if he has taught ill, try to improve him as much as we can, do not leave him there to rot in the rut in which he has entered. In either case, it is not unnecessary as claimed by the Hon'ble Member. On these grounds, in spite of the hardship it may cause to some of the teachers who come under this category and in spite of the unpopularity I may be courting from that quarter, I am afraid, in view of the importance and the growing complicated nature of the art of education and owing to the great necessity for trained teachers upon whom the future well-being of the rising generations depend, I beg to differ from the views expressed from the other side of the House and with very great regret I decline, Sir, to support this motion.

മിസ്റ്റർ എം. കൃഷ്ണമേനോൻ: ഞാൻ ഈ ഉപക്ഷേപത്തെ എതിർക്കുകയാണു് ചെയ്യുന്നതു്. ഇതിൽ അടങ്ങിയിരിക്കുന്ന ഒരു തത്വം നമ്മെ വെയ്സ്റ്റു് പൂത്തിയാക്കുകയും.....

Mr. C. V. Iyyu *(Kunnamkulam):* Sir, on a point of order. The President has ruled that Members who can speak in English should speak in that language.

Mr. M. Krishna Menon *(Trichur-North):* I can speak in English, if the Hon'ble Member has fallen in love with my English; I shall speak in English.

The principle contained in this cut motion, Sir, is that a teacher 35 years old and of 10 years' standing is presumed to be an experienced teacher, but I know, Sir, teachers even of 45 and 55 years of age and with a standing of 10 or 20 years who are useless teachers. Individual cases cannot be taken, and a general rule that teachers of 35 years of age and 10 years standing must all be exempted from training cannot be accepted. There may be individual cases of merit. As for that matter, a teacher newly recruited may be an excellent teacher and he will have to be exempted from training. Such individual cases we should not take into consideration. The Government stipulate certain conditions for employment. For example, if a person is well-versed in the preparation of ayurvedic medicines but with no qualifications, can he be appointed?

Mr. C. V. Iyyu *(Kunnamkulam):* He has been appointed.

Mr. M. Krishna Menon *(Trichur-North):* So that, fixed conditions of employment should be strictly adhered to by the Government. Another point raised by the Hon'ble Member for Adoor is that a teacher is either good or bad for teaching. The good teacher need not go for training and a bad teacher need not be trained, as he will never improve. My point is at least, for one year he will be out of school, and let that teacher go away at least for one year and improve the students so much. Sir, certain conditions have to be imposed by Government with regard to recruitment and promotions. Now, there is a condition that to be a member of this Council, one should be a School Final or should have property qualification. What is the good of saying, one has studied up to S.S.L.C., but has not passed? Absolutely useless. Such kind of recommendations cannot be accepted; the rules should be strictly adhered to. Training will only improve the teacher. We cannot say a teacher will not improve by training. The Government thought of starting training institutions in the State to train up teachers. The Diwan-President also has stated in his opening speech the other day that there is more need for training of teachers in the field of education. I have therefore very great pleasure to oppose this motion seriously.

Mr. P. Kumaran Ezhuthassan *(Vadakkancheri):* Sir, the cut motion before this House is not about the advantages or disadvantages of training. Most of the arguments of the Hon'ble Members who opposed the cut was seen to be based on the advantages of training. Great and eminent authorities were quoted to show that for a teacher training is necessary; reference was made to the Diwan's speech touching this point. With due deference to all that confining myself to the limitations of the cut-motion, which is not again, based upon the advantages or otherwise of training, I have great pleasure to support this proposition. What is sought through this cut motion is that persons who are over 35 years of age and who had been t aching in some school or other for 12 years may be exempted from training. One principal reason that prompts me to support this motion is that—I am not a believer in thinking—I am not one who believes that a

LIBRARY ARCHIVES Kerala Legislative Assembly

teacher is "made" but I belong to the other school of thought that a teacher is "born".

Mr. C. V. Iyyu *(Kunnamkulam):* Old school of thought.

Mr. P. Kumaran Ezhuthassan *(Vadakkancheri):* The supreme contempt that the interuption deserves will alone go to that side.

Sir teachers are born. I do not say that they cannot be made, but the better class is the teacher born I was saying Sir, that my chief reason is that these teachers remain untrained for no fault of theirs. Another factor is, according to the Hon'ble Member for Kunnamkulam experience is a very great factor in running ministries—that these teachers have at least twelve years of previous experience is a great factor for obvious reasons. Then how can the Hon'ble Member of Kunnamkulam say, Sir, that experience in teaching cannot be a factor to be reckoned with. Even the Hon'ble Member Mr. Iyyu has to be consistent. It has to be. Therefore, Sir, since experience is a great factor since it is not an exiomatic truth that a teacher is not always made, in the circumstances particularly mentioned in this cut motion and in the interests of those teachers who are not trained for no fault of theirs, not only that they are not trained for no fault of their own, but due to the fault of the Government, because they have not been selected by the Covernment in spite of requests, for these reasons, it is the duty of the Government to exempt them from training and that exemption, Sir, of this particular class of teachers *viz.*, teachers with at least six years experience is not going to make education any the worse for it, or no calamity is going to befall education in the State. True, much stress has been laid on the necessity of trained hand to teach in schools at page 16 of the address delivered by the executive head the other day. Even that speech does not go to say that this proposal should not be accepted. The head of the administration in addressing this House was on the question of the necessity of having the necessary number of trained teachers. He was then not considering the question of exempting experienced teachers from training. That was beyond the scope of its purview. For these reasons I support this motion.

Mr. T. P. Poulose *(Kanayannur):* On a point of information, are teachers taken for training after 35 years of age ?

Mr. P. Sankaran Nambiar *(Director of Public Instruction):* Yes.

Mr. C. V. Iyyu *(Kunnamkulam):* Sir, poets and teachers were born in olden days. Now nobody is....

Mr. P. Kumaran Ezhuthassan *(Vadakkancheri):* Question.

Mr. C. V. Iyyu *(Kunnamkulam):* I did not remember that you belong to a community of teachers.

Mr. P. Kumaran Ezhuthassan *(Vadakkancheri):* I am here to teach the Hon'ble Member for Kunnamkulam.

Mr. A. B. Salem *(Mattancheri):* And to give him some cuts. *(Laughter).*

Mr. C. V. Iyyu *(Kunnamkulam):* Both our learned Professors, Pettah and Pylee, though they have differed intheir speeches, they have agreed practically, and so also the Hon'ble Member for Vadakkancheri has agreed in the proper perspective. What I say is the teacher ought to be trained, if at all he is to be trained, at the beginning of his career Nowadays if one comes and takes up the profession of a teacher, it is because he gets no other appointments elsewhere. He must be made a teacher by training, and if that is not possible, he he will be made a teacher in the crourse of 12 years. Even now, I was just told by the Hon'ble Member for Education that teaches are not generally taken for training after 35 or 40. The request of Mr. Panikker is to give them the proper emoluments even if they are not trained at the proper time. The whole quetion can be solved by starting training colleges, and I have tabled a motion for that purpose. That aspect has to be brought to the notice of the Government. Teachers may be worthless even after 12 years of their career. They would be improved by training.

Deputy President : You may continue your speech tomorrow.

The House rose for the day at 5 p.m.

N. S. RADHAKRISHNA SARMA
Secretary to the Council

LIBRARY ARCHIVES Kerala Legislative Assembly